

## Message Text

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SUBJECT: STATEMENT BY SECGEN VAN LENNEP ON REMUNERATION  
OF STAFF OF CO-ORDINATED ORGANIZATIONS

REFS: (A) STATE 238132, (B) OECD PARIS 27817

1. AT SEPTEMBER 28 OECD COUNCIL MEETING, SECRETARY-GENERAL VAN LENNEP MADE BRIEF ORAL STATEMENT ON REMUNERATION OF STAFF OF THE CO-ORDINATED ORGANIZATIONS. HE PREFACED HIS REMARKS WITH STATEMENT THAT HE DID NOT WISH TO GO INTO SUBSTANCE OF PROPOSED SALARY ADJUSTMENT SCHEMES ON WHICH CCG SHOULD REACH AGREEMENT IN FIRST INSTANCE. HOWEVER, HE DID WISH COUNCIL, AS BODY RESPONSIBLE FOR MANAGEMENT OF OECD, TO BE AWARE OF WHAT HE VIEWED AS SERIOUS SITUATION DEVELOPING ON SALARIES.

2. THRUST OF SECGEN'S REMARKS WAS THAT RECRUITMENT FOR INTERNATIONAL ORGANIZATIONS MUCH MORE DIFFICULT THAN FOR NATIONAL CIVIL SERVICES INASMUCH AS THE FORMER OFFERED LESS LONG-TERM FINANCIAL SECURITY (ESPECIALLY IN VIEW OF CURRENT LACK OF CERTAINTY ON SALARY ADJUSTMENT PROCEDURE IN THESE TIMES OF HIGH INFLATION AND SHARP FLUCTUATIONS IN EXCHANGE RATES) AND ENTAILED HARDSHIPS SUCH AS MOVING TO FOREIGN COUNTRY. SECGEN ADDED THAT

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JOB HAD RISEN SHARPLY AND ASSERTED THAT OTHER INTER-NATIONAL ORGANIZATIONS WERE EXPERIENCING EVEN MORE ACUTE RECRUITMENT PROBLEMS. THE MAIN PROBLEM IN HIS VIEW WAS ONE OF CREATING A SYSTEM WHICH PRODUCES SUFFICIENT CERTAINTY THAT AN EMPLOYEE OF AN INTERNATIONAL ORGANIZATION WILL NOT BE ADVERSELY AFFECTED BY A REDUCTION IN REAL PURCHASING POWER IN HIS COUNTRY OF TEMPORARY RESIDENCE.

3. SECGEN DID NOT GO INTO DETAILS OF SECRETARIES-GENERAL SALARY ADJUSTMENT PROPOSAL NOR DID HE CALL FOR ACTIVE CONSIDERATION OF THE SALARY ISSUE IN THE COUNCIL NOW. RATHER, HE INDICATED HIS CONCERN THAT THE CCG HERETOFORE HAD FAILED TO UNDERSTAND THE SPECIAL PROBLEMS OF RECRUITMENT FOR INTERNATIONAL ORGANIZATIONS AND URGED POSITIVE RESPONSE TO SECRETARIES-GENERAL PROPOSAL WHICH HE ARGUED WOULD PROVIDE MINIMUM NECESSARY ASSURANCE OF REAL SALARY STABILITY. VAN LENNEP TURNED QUICKLY TO NEXT AGENDA ITEM, STATING HE SAW NO NEED FOR GENERAL DISCUSSION AT THIS STAGE IN COUNCIL.

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